

PRINCIPLES OF ADULT LEARNING: TIPS FOR TRAINERS

It is very important to understand and integrate the principles of adult learning in training the nation's miners. In order to implement more effective and efficient methods, attention must be given to the miner population itself, and how it is that these individuals learn and respond to information. This includes, not only specific information on how adults learn, but also more recent research on the most effective teaching methods for different age groups.

The mining population is evolving.

- Age, ethnicity, culture, and social climate all influence the changing workforce
- These changes require new ways of thinking about mine training

Traditional training is less and less effective for today's miners.

- Most training is still done in lecture format
- Lectures are not appropriate for adult learners today
- Adults are more likely to forget lecture material than material gained through experience

Training should be headed in new directions.

- Personal experience, group support, and mentoring are preferred over lectures
- Group experiences are useful, in that they allow learners to assist each other in understanding material
- Learners want to know *how* what they learn will be applied to workplace

For information and tips on **Adult Learning**, follow these links to PDF files:

- [Developing a Curriculum](#)
- [Understanding Principles of Adult Learning](#)
- [Applying the Principles](#)

Reference: Kowalski, K.M. and C. Vaught. 2002. Principles of adult learning: Application for mine trainers. NIOSH Information Circular 9463, pp. 3-8.

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